

# IDEAS

INCLUSION, DIVERSITY, EQUITY, ADVOCACY, SUPPORT



HSC ODI QUARTERLY NEWSLETTER  
WINTER 2023

## CLASSISM IN HIGHER EDUCATION *Janisha Szabo, Executive Administrative Associate, HSC ODI*

When it comes to feelings of belonging, our first thoughts are often of race and ethnicity, gender, age, and other visible differences amongst identity. Commonly left out of the conversation, among other lesser discussed identities, is social class or economic status. Diversity, equity, and inclusion work has a strong focus on racial justice, but there is much more to diversifying our community than fighting for a seat at the table for underrepresented minorities.

For lower-income individuals, college can be an impossibility. The costs, the time, the necessary connections for acceptance to elite universities – this all requires considerably more effort for those lacking wealth and privilege and without the influence and guidance of family members who have attained higher education. For those who do make it to college, they face added challenges such as food insecurity, having to maintain paid work instead of studying, paying for standardized tests and preparatory materials, and limiting visits home if travel costs are too high.



Of those that are economically disadvantaged who do graduate from college and decide to attend a graduate or professional program, the feeling of belonging can still be difficult to attain. The payoff, of course, is economic and social mobility; however, trying to navigate a world of elitism in healthcare education can lead to feelings of discouragement, uncertainty, and being othered. Healthcare professions, specifically physicians, dentists, and nurse anesthetists, account for the highest paid occupations in the United States, with salaries starting at \$195,000 per year (U.S. Bureau of Labor Statistics, 2022). Pilots and engineers were the only other occupations to make that list. What effect does this difference in economic status have, not only students, but on staff, residents, and some faculty?

Multiple studies have been published on the connection between wealth and empathy. The most common finding is that higher wealth equates to less empathy and compassion. For someone who is economically comfortable, they are less attuned to the emotions of others (Williams, 2022). Faculty are in no way exempt from being classified as low-income or living in poverty, but the likelihood of a faculty member being economically disadvantaged is much lower than that of a student, resident, or staff member. For students at an economic disadvantage, they may not feel there is a mentor or peer who can relate to their financial identity and that they receive minimal understanding when they are unable to afford conference travel, external study materials, living expenses, and even food. Staff who are living paycheck to paycheck or working multiple jobs to make ends meet can harbor feelings of inferiority in comparison to their highly paid coworkers. Meanwhile, those who have wealth, come from wealth, or have parents and family members who have achieved higher education may have little consideration for or knowledge of these challenges their students, peers, and coworkers must manage.

**...higher  
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How do we confront the judgements and stereotypes that have been built between classes, and help our economically disadvantaged population feel accepted? How do we move forward?

- Social class discussion needs to be forefront in DEI work. Socioeconomic status is one of many root causes of racial inequity. Give the same level of attention to economic mobility as we do to racial and gender equity.
- Don't discriminate based on someone's level of education or where they were educated. Educational attainment does not directly correspond with level of intelligence.
- Respect the experiences of those who are economically disadvantaged and practice humility, regardless of your social class.

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For any UofL student or employee facing food insecurity, the Commonwealth Credit Union Cardinal Cupboard provides food and health products completely free. Learn more [here](#). For those who are able, please consider [making a donation](#) or volunteering.

Staff members facing financial uncertainty due to an emergency can utilize the Staff Help Assistance Relief Effort (SHARE) Program. More information available [here](#). If you are able, consider [making a donation](#) to SHARE for those in need.

*It's that time again!*

## The 2023 African American History Film Series

February is Black History Month in the US and the African American History Film Series returns for its 6th year. This annual series is made possible in partnership with the Louisville Free Public Library (LFPL) and Lean Into Louisville. Film presentations and panel discussions will take place in the Centennial Room of the LFPL main branch at 301 York Street, 40203, starting at 1:30 pm each Sunday in February. Immediately following the film, each panelist will share their unique perspective followed by an open forum of questions and comments from the audience. Panels are composed of both academic and community leaders.

**FILM SERIES**  
 FREE FILM SCREENINGS & DISCUSSIONS

**Toni Morrison: The Pieces I Am**  
 SUNDAY, FEB. 5, 1:30 P.M.  
 An intimate look at the life and works of the legendary storyteller and Nobel prize-winner, Toni Morrison.  
 PG-13 | 2h  
 ©2019 MAGNOLIA PICTURES

**Aftershock**  
 SUNDAY, FEB. 12, 1:30 P.M.  
 This documentary examines the lives of two bereaved families who reckon with two of the most pressing American crises today: BIPOC health disparities and Black maternal mortality.  
 TV-MA | 1h 26m  
 ©2022 OWN COLLECTIVE/ABC NEWS STUDIOS/HULU

**Till**  
 SUNDAY, FEB. 19, 1:30 P.M.  
 The true story of Mamie Till Mobley's relentless pursuit of justice for her 14-year-old son, Emmett Till, who, in 1955, was lynched while visiting his cousins in Mississippi.  
 PG-13 | 2h 10m  
 ©2022 ORION PICTURES

**My Name is Paulie Murray**  
 SUNDAY, FEB. 26, 1:30 P.M.  
 A look at the life of Pauli Murray, a non-binary Black lawyer, activist, and poet who influenced both Ruth Bader Ginsburg and Thurgood Marshall.  
 PG-13 | 1h 31m  
 ©2021 AMAZON STUDIOS

THIS FREE FILM SERIES IS PRESENTED IN PARTNERSHIP WITH THE  
**UofL HEALTH SCIENCES CENTER OFFICE OF DIVERSITY AND INCLUSION**  
 ALL FILM SCREENINGS WILL BE FOLLOWED BY A DISCUSSION LEAD BY UofL FACULTY.

**SUNDAYS IN FEBRUARY • MAIN LIBRARY • 301 YORK STREET**  
 REGISTER: [LFPL.ORG/BHFILMS](https://lfpl.org/bhfilms) OR (502) 574-1623

The series is free and open to the public. Register at [lfpl.org/bhfilms](https://lfpl.org/bhfilms). Hearing loop technology is available, and ASL interpreters may be requested in advance at 502-574-1623. Accessible parking is located at the York St. entrance between 3rd and 4th. All programs end by 4:30 pm. This venue provides a safe, collegial space for exchange of community comments and ideas around Black social and cultural issues. Participants typically represent 95% of the zip codes in Jefferson County, embodying all races, genders, ages, sexualities, and political affiliations.

Three of the four films are documentaries, but all have an emphasis on the influence of Black women while also representing a different aspect of Black history and culture. We hope you'll be able to join us for this highly anticipated annual event.

<b>February 5</b>	<p><b>Toni Morrison: The Pieces I Am</b></p> <p>Released in 2019 – one and a half months before Toni Morrison's death – this documentary examines the author's life, work, and powerful themes confronted in her literary career. She received the Pulitzer Prize for her book, <i>Beloved</i>, in 1987 and was awarded the Nobel Prize in Literature in 1993.</p> <p><i>Rating: PG-13. Documentary. Runtime: 2 hours.</i></p>	<b>February 12</b>	<p><b>Aftershock</b></p> <p>Filmmaking team Paula Eiselt and Tonya Lewis Lee bring to light the overlooked issue of Black maternal mortality by following the efforts of two families galvanizing activists, birth workers, and physicians. This film received the Sundance Film Festival Special Jury Award in the category Impact of Change in the US Doc Competition, among several other awards.</p> <p><i>Rating: TV-MA. Documentary. Runtime: 1 hour, 26 min.</i></p>	
	<p><b>Till</b></p> <p>With a limited release in October, <i>Till</i> has already received 11 awards, with exceptional praise for lead actress Danielle Deadwyler. Beautifully portrayed is the story of Emmett Till's mother, Mamie Till Mobley (Deadwyler), and her struggle against racism and her fight for justice after the 1955 murder of her 14-year-old son in Mississippi.</p> <p><i>Rating: PG-13. Historical drama. Runtime: 2 hours, 10 min</i></p>	<b>February 19</b>	<p><b>My Name is Paulie Murray</b></p> <p><i>My Name is Paulie Murray</i> is a glimpse into the life and ideas of a non-binary Black lawyer, activist, poet, and Episcopalian priest influencing both Ruth Bader Ginsberg and Thurgood Marshall. Paulie Murray was the first African American to receive a JSD degree from Yale Law School. In 2017, the Paulie Murray Residential College was established at Yale University.</p> <p><i>Rating: PG-13. Documentary. Runtime: 1 hour, 31 min.</i></p>	<b>February 26</b>

## Health & Social Justice Scholar Spotlight



### **Tolúwaní E. Adékunlé**

*Doctoral Candidate*

*School of Public Health & Information Sciences  
Dept. of Health Promotion and Behavioral Sciences*

Tolúwaní Adékunlé joined the Health and Social Justice Scholar (HSJS) Program in Fall 2022. In this time, Tolúwaní has leveraged the resources provided by the program to achieve certain academic/research/professional milestones. With the support of HSJS, she attended the Health Equity Through Diversity Conference at Ohio State University, an event that hosted speakers such as Dr. J. Nwando Olayiwola (Chief Health Equity Officer & Senior VP, Humana) and Dr. Darrell M. Gray, II (Chief Health Equity Officer, Elevance Health).

Tolúwaní, as a member of the research team led by Drs. Ryan M. Combs and A. Scott LaJoie within SPHIS, contributed to two posters presented at Research!Louisville in September 2022. At the American Public Health Association Conference in November 2022, she had the opportunity to orally present on a study titled “Lived Experiences of Black caregivers living in Louisville, Kentucky”. A poster from Drs. Combs and LaJoie’s research team was accepted for presentation also.

In September 2022, Tolúwaní completed an internship with the United Nations Office for the Coordination of Humanitarian Affairs (UN OCHA), as a Humanitarian Affairs Intern. In October 2022, she began volunteering with Oral Health Programs Inc, an organization that provides oral health education to minoritized populations in the Midwest. A baseline line assessment report from this program, on which she is a co-author, is currently in-press.

With regards to teaching, Tolúwaní had the opportunity to co-teach a class in Fall 2022 and is now the primary instructor for the class in Spring 2023. Between Fall 2022 and present, she has successfully become a co-author on two peer-reviewed journal articles. During the same semester, she became a doctoral candidate (ABD) and is now planning towards implementing her research agenda investigating trust as a determinant of cancer screening among minoritized populations in the US. Tolúwaní continues to collaborate with external researchers to investigate the determinant of cancer screening in the US and The Gambia.

[Link to Toluwaní's publications on PubMed](#)

Being a physician comes with a tremendous amount of social and political power, two spheres that have arguably the greatest impact on shaping health equity and the dysfunction that hinders it. Becoming a physician without considering how I will utilize that power is to neglect the service to others that I have sworn to prioritize. The first step is recognizing that duty so that we can rectify it. The second, more challenging step is deciding what to do next.

So, what is the next step then? For me, that answer comes from a combination of three things: education, intention, and mentorship. Education provides the foundation of knowing what needs to change and why, learning whose voices have been silenced, and how to amplify them. Without education, we’re ignorant of our position in the grander picture, and poorly equipped to enact any meaningful or relevant change.

Intention is the second ingredient. The injustice in medicine both past and present is vast, and it’s impossible to address every issue. It can feel like choosing one to tackle isn’t enough, but some of the most impactful change comes from small, meaningful, focused actions. Being intentional includes asking yourself where your heart lies. Purpose drives action and is fueled by profound awareness of what is wrong and a sense of urgency to act appropriately in response.

Finally, mentorship. Mentors serve as both a lens into the past and map into the future. Drawing upon the experiences of those who have the wisdom to see a broader scope than what we can is crucial for appropriate, successful action. Without my mentors, I wouldn’t be a medical student, nor would I be a part of this distinction track that supports my pursuit of health equity during my medical education by keeping education, intention, and mentorship in rich supply. By no means do I feel like I have all the answers, but I certainly have the gateway to start by asking the right questions.

Physicians have social power to leverage, and to recognize that truth then fail to improve conditions we have so much control over changing is negligent at best, and destructive at its worst.

Anna Foster

### **Meet Our Health Equity & Medical Justice Distinction Track Scholars**



### **Anna P. Foster**

*Medical Student*

*Class of 2025*

# HSC LGBT CENTER

## DIRECTOR, LISA GUNTERMAN



Lisa Gunterman  
Director, LGBT Center, Health Sciences Center  
Photo credit: Chad Jones

Lisa Gunterman (any pronouns, or “Lisa”), has been named director of the LGBT Center, Health Sciences Center (HSC). An 11-year employee of the University of Louisville LGBT Center, Lisa transferred to the role of LGBT Center, HSC, after serving as director for the Belknap center since 2016. With 30 years of combined experience in academic, non-profit, government, and LGBTQ+ advocacy sectors, Lisa brings a wealth of knowledge to the position.

As a co-founder of Louisville’s Fairness Campaign and their first employee, Lisa played a key role in passing the city’s ordinance barring LGBTQ+ discrimination in the areas of employment, housing, and public accommodations, and worked to ensure the words “gender identity and expression” were included in the comprehensive legislation, which eventually passed in 1999. Lisa’s early career experience serving as a HIV Prevention Specialist with the Louisville Metro Department of Health and Wellness, and volunteer mentor for the Louisville Youth Group, laid the foundation for Lisa’s interest improving affirming care practices and health outcomes for members of the LGBTQ+ community.

Primary responsibilities for the LGBT Center, HSC include directing the LGBTQ+ Affirming Healthcare Series, facilitating trainings and presentations, student advising, consultation, community engagement, programs and events, fund development, collaborating with faculty on curriculum, and policy review.

Honors and recognitions include: Louisville Tourism, ROSE Award, LGBTQ+ Ambassador, 2022 and 2021; University of Louisville, Student Champion Award, 2021; Mary K. Bosteel Tachau Gender Equity Award, UofL Women’s Center, 2020; Best of the Best, Louisville Magazine, 2019; Inaugural Rainbow Flag Raising Ceremony, Metro Hall, Louisville Mayor Greg Fischer, 2019; Congressional Recognition, Congressman Yarmuth, 2011; Co-Grand Marshall, Kentuckiana Pride Parade, 2011; Distinguished Citizen, Louisville Mayor, Greg Fischer, 2021; Youth Service Worker Award, Louisville Mayor Dave Armstrong, 2000; Certificate of Merit, Louisville Board of Aldermen, 2000; Stonewall Award, GLUE, 1993; Coaches Award, Bellarmine, Field Hockey, 1990.

Random Fact: Lisa once co-led a 21-day backpacking trip for court appointed youth, in the Oregon High Desert.



10 Trainings /  
Presentations

## LGBT CENTER, HSC BY THE NUMBERS

Fall 2022

2,448 total  
participants served

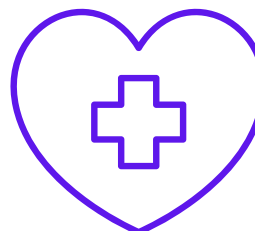


3 Outreach  
Initiatives

3 Inaugural Study  
Breaks, with HSC ODI,  
HSC Pride & RNbow



2 Signature Events:  
Pride Picnic &  
Pride Keynote Address



3 LGBTQ+ Affirming  
Healthcare Series  
Sessions



# AFFIRMING HEALTHCARE SERIES, 2022-2023



This free series, presented by the UofL LGBT Center, includes trainings and modules that provide affirming education, skills, and best practices to advocate and improve health outcomes for LGBTQ+ patients. The series is designed for healthcare students and professionals and is open to anyone wanting to know more about healthcare inequities within the LGBTQ+ community and how to address those inequities. Learn more about past session recordings, register for an upcoming session, and discover how to earn an Affirming Healthcare Certificate of Completion at: [https://louisville.edu/lgbt/hsc/lgbtq\\_affirming\\_healthcare\\_series](https://louisville.edu/lgbt/hsc/lgbtq_affirming_healthcare_series).



## AN AMBASSADOR FOR WOMEN

The HSC ODI is proud to announce that Janisha Szabo has been chosen for the Office for Women Ambassadors Program inaugural class! Janisha will join 25 other women and gender diverse individuals of varying ages, ethnicities, and careers for a six-month training to learn about the issues affecting women in our community, explore government and community programs, gain leadership skills, and become a community liaison. The training is scheduled for January through June 2023. Through this program, Janisha will better serve our office and University by acting as an intermediary between UofL and Louisville Metro government offices. You can learn more about the Ambassadors Program at <https://louisvilleky.gov/government/office-women>.



Janisha Szabo

## AMAZON Wishlist



### Help us help our HSC students by purchasing an item for The Hub!

The Hub serves as a shared space for all HSC students to meet, study, snack, sleep, or hangout with friends. Located in the School of Medicine, Room 120, our office strives to make this space welcoming and easy to maintain for students. However, we can't do it without some help! Please take a moment to look at the [Amazon Wishlist](#) for The Hub and consider adding something extra to your cart! We plan to relaunch The Hub at the start of the next academic year, so there's plenty of time for you to contribute. Thank you!!



**WE WANT YOUR  
FEEDBACK**

Questions, comments, praise, criticism, corrections, submissions, or general conversation?

**WE WOULD LOVE TO HEAR  
FROM YOU!**

Contact us at [hscodi@louisville.edu](mailto:hscodi@louisville.edu)